

APPLICATION FOR EMPLOYMENT

EQUAL OPPORTUNITY EMPLOYER

KIDS R KIDS CLAYTON

KIDS 'R' KIDS IS AN EQUAL OPPORTUNITY EMPLOYER
In all our employment practices, including hiring, we are firmly committed to equal opportunity without regard to race, religion, color, sex, age, national origin, citizenship, disability or other basis of discrimination prohibited by applicable local, state or federal law. No question on this application is used for the purpose of limiting or excluding any applicant's consideration for employment on such grounds.

INTRODUCTION TO THE KIDS R KIDS BUSINESS

Kids 'R' Kids is a full service School of Quality Learning. Each center is individually owned & operated by families such as your own who wish to provide today's parents with Quality Child Care.

At Kids 'R' Kids we teach the often-underestimated art of Quality Child Care along with the expectations & needs of parents & children. Kids 'R' Kids is rated as one of the top ten Child Care Centers throughout the United States. Our hiring terms, unless otherwise noted, serve the needs of the business first. The external business goals include the provision of quality child care services for families. The internal business goals include employment hires, job assignment, job responsibility, & scheduling that were deemed necessary to the business at the time of hire. We reserve the right to change job assignment, job responsibilities, & scheduling at any time during employment. Factors include changes in business needs, NC regulations, & changes in employee job performance.

Kids R Kids values employee goals of continuing education. As a small business-balance, continuity, & results drive goals & decisions. It is the employee's responsibility to communicate long term personal goals & changes that may alter the hiring terms. Business objectives & goals are established 12 months in advance of any given period. Kids R Kids reserves the right to deny employee requests of changes in job assignment, job responsibilities, & schedules. Fair & equitable operating business standards are established & utilized as one of the screens driving business decisions & goals.

If employed, you will be expected to perform at a level that rates among the highest quality child care providers in the nation. External customer goals would include family satisfaction through delivery of safety, health, professionalism, & execution of operational standards. Internal customer goals would include teamwork, acceptable work standards, & acceptable work ethics in attendance, timeliness, professionalism, & confidentiality.

APPLICANT'S CERTIFICATION

NC Dept. of Human Resources Rules & Regulations; Day Care Centers Administration & Staff Requirements

1. I _____ am not suffering from any physical handicap or mental health disorder, which would interfere with my ability to adequately perform assigned job duties & in accordance with State Child Care Rules & Regulations, of currently providing care & supervision of children in my care.
2. I _____ do not have a criminal record.
3. I _____ have never been found by credible evidence, e.g. court/jury, a dept. investigation, or reliable evidence, to have abused, neglected, or deprived a child/adult, or to have subjected any person to serious injury as a result of intentional/grossly negligent misconduct as evidenced by an oral/written statement obtained by administration from the employee on this date.
4. I will comply with all state requirements for initial certification and to continue certification.

These statements are certified as accurate _____

Signature of Applicant

Date Signed

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NO DRUG USE POLICY

Kids 'R' Kids does not hire persons who use illegal drugs. All persons hired at Kids 'R' Kids may be required to take and pass a strict screen for illegal drugs, and may be subject to periodic tests for illegal drugs.

I hereby certify that I do use illegal drugs do not use illegal drugs.

This statement is certified as accurate

Signature of Applicant

Date Signed

PLEASE PRINT INFO IN ALL BOXES

INCOMPLETE APPLICATIONS ARE REJECTED

PERSONAL INFORMATION

EMPLOYMENT DETAILS

Last Name	Applying for the position of	Date available to start?	Desired salary?
First Name	Are you currently employed? <input type="checkbox"/> yes <input type="checkbox"/> no	Current/last salary earned	May we contact your employer? <input type="checkbox"/> yes <input type="checkbox"/> no
Address	Kids R Kids prior applicant? <input type="checkbox"/> yes <input type="checkbox"/> no	Are you a US Citizen? <input type="checkbox"/> yes <input type="checkbox"/> no	Please list all aliases that you may be known by/as . .
City	18 years of age or younger? <input type="checkbox"/> yes <input type="checkbox"/> no	If applying for a School-Age position	
State Zip	ChildCare Service Background ↓ Most experience with ages: Preference age range: Years worked in a licensed childcare facility:	Age 23 years or older? <input type="checkbox"/> yes <input type="checkbox"/> no	Schedule of hours desired? <input type="checkbox"/> 35-40 hrs <input type="checkbox"/> 30-35 hrs <input type="checkbox"/> 20-30 hrs <input type="checkbox"/> 20 or less <input type="checkbox"/> M <input type="checkbox"/> T <input type="checkbox"/> W <input type="checkbox"/> R <input type="checkbox"/> F Our Program is built on a 4-day work week. The <u>off</u> weekday is different each week. Schedules are posted well in advance for personal planning. A full 12-hour availability from 6:30 am to 6:30 pm. is generally required for teaching positions. Acceptable: <input type="checkbox"/> yes <input type="checkbox"/> no Need to discuss further: <input type="checkbox"/> yes On occasion, there are positions that differ in availability. Please mark availabilities that apply. <input type="checkbox"/> Split Shift (ex. 7-9 & 2-6:30) <input type="checkbox"/> 6:30-4 <input type="checkbox"/> 10-5 <input type="checkbox"/> 10-6:30 <input type="checkbox"/> 2-6:30
Home Phone		Driver's License? <input type="checkbox"/> yes <input type="checkbox"/> no	
Mobile Phone	Do you need childcare services as an employee? <input type="checkbox"/> yes <input type="checkbox"/> no <input type="checkbox"/> age: Name _____ <input type="checkbox"/> age: Name _____ <input type="checkbox"/> age: Name _____	Previous or current service in the US Military or Navy? <input type="checkbox"/> yes <input type="checkbox"/> no Rank _____	Please allow us to obtain a copy of your license
Email		Do you know anyone that works at Kids R Kids? <input type="checkbox"/> yes <input type="checkbox"/> no Who _____	
Emergency Contact Name	Have you ever been convicted of a crime including guilty, no contest or similar pleas? - no minor traffic violations <input type="checkbox"/> yes <input type="checkbox"/> no Please provide any/all details:		
Emergency Contact Phone	Have you ever been on layoff status, terminated from employment, suspended, or taken a leave of absence? <input type="checkbox"/> yes <input type="checkbox"/> no Please provide any/all details:		

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BUSINESS/EMPLOYMENT REFERENCES

Name	Contact Number	Relationship

EDUCATION HISTORY

School Name	City/State	Years	Degree	Studies
High School				
College				
College				
College				
Trade School				

FORMER EMPLOYERS

PLEASE LIST YOUR MOST CURRENT EMPLOYMENT FIRST AND WORK BACK

Company	Company	Company
Location	Location	Location
Phone	Phone	Phone
Supervisor	Supervisor	Supervisor
Start date	Start date	Start date
Starting salary	Starting salary	Starting salary
Term date	Term date	Term date
Term salary	Term salary	Term salary
Can you provide a pay stub validating pay? <input type="checkbox"/> yes <input type="checkbox"/> no	Can you provide a pay stub validating pay? <input type="checkbox"/> yes <input type="checkbox"/> no	Can you provide a pay stub validating pay? <input type="checkbox"/> yes <input type="checkbox"/> no
Term Reason <input type="checkbox"/> Policy violation <input type="checkbox"/> Performance related <input type="checkbox"/> Resignation on good terms <input type="checkbox"/> Resignation on questionable terms <input type="checkbox"/> Disagreement <input type="checkbox"/> Other _____	Term Reason <input type="checkbox"/> Policy violation <input type="checkbox"/> Performance related <input type="checkbox"/> Resignation on good terms <input type="checkbox"/> Resignation on questionable terms <input type="checkbox"/> Disagreement <input type="checkbox"/> Other _____	Term Reason <input type="checkbox"/> Policy violation <input type="checkbox"/> Performance related <input type="checkbox"/> Resignation on good terms <input type="checkbox"/> Resignation on questionable terms <input type="checkbox"/> Disagreement <input type="checkbox"/> Other _____
This company would rehire me <input type="checkbox"/> yes <input type="checkbox"/> no	This company would rehire me <input type="checkbox"/> yes <input type="checkbox"/> no	This company would rehire me <input type="checkbox"/> yes <input type="checkbox"/> no

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AUTHORIZATION FOR INFORMATION RELEASE

I agree and understand Kids R Kids and it's agents may investigate or seek information concerning my background and/or previous employment, whether of record or not. I further agree and understand that if employed, Kids R Kids may at any time seek any information from whatever source in its discretion deemed relevant to my employment. Accordingly, I hereby authorize previous employers and references listed in my application, any medical facility, or related personnel, or any other source contacted by Kids R Kids any and all information concerning my previous employment, my medical condition, or medical treatment, or any other information they may have, personal or otherwise. I hereby release Kids R Kids and its agents, my previous employers, any medical facility, or related personnel, and any other persons or entities whatsoever involved in such an investigation or inquiry from all liability of any kind, including any damages on account of such information.

Signature of Applicant

Date Signed

PERSONAL MISCELLANEOUS

How did hear about Kids R Kids?

What specific interest led you to apply with Kids R Kids?

What is your philosophy regarding discipline?

What is your philosophy regarding how children should behave:

- It is the teacher's responsibility to set the rules and children must obey them, period
- It is the teacher's responsibility to understand individual children & how they learn the rules
- There should be limited rules and the teacher oversees the classroom
- Children need to hear that rules are not for questioning
- Other _____

What value can you add to our team at Kids R Kids?

What do these terms mean to you in a work related environment such as our school?

Teamwork
Professionalism
Leadership
Confidentiality
Engaging
Customer Satisfaction